

Collective Bargaining Highlights February 2015



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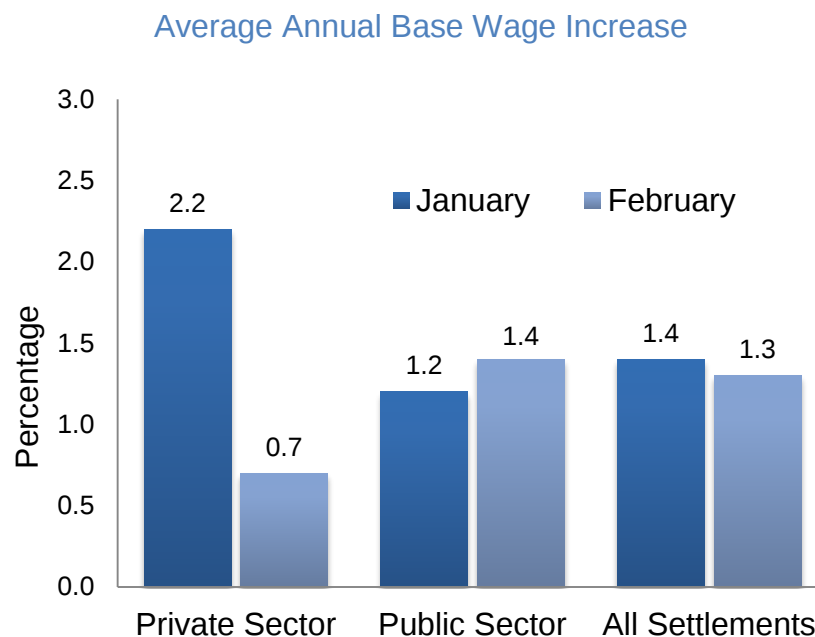
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Agreements Settled in February

In February, 13 collective agreements were ratified, each covering 150 or more employees. These agreements covered 6,024 employees, 87.2% of whom were in the public sector (5,254).

The overall average annual increase in base wage rates in February was 1.3%, a decrease from 1.4% reported in January. In the public sector, 11 agreements were settled for an average annual base wage increase of 1.4%, an increase from 1.2% reported in the previous month. In the private sector, two agreements were settled for an average annual base wage increase of 0.7% a decrease from 2.2% reported in January.

For settlements in February, the industry with the highest average annual base wage increase was health and social services (nine settlements for 1.5%). The lowest average annual base wage increase was reported in transportation, communications and utilities (two settlements for 0.8%). Manufacturing (one settlement) reported an average annual wage increase of 1.3%. In education and related services (one settlement), the average annual wage increase was 1.1 %.



Wage Settlements – February

Table 1: Average Annual Increase, Current Month

Sector	Agmts	Empls	February 2015 %
Private	2	770	0.7
Public	11	5,254	1.4
All Settlements	13	6,024	1.3

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Table 2: Average Annual Increase, Current Three Years

Sector	2013	2014	Jan - Feb 2015 %
Private	2.3	1.8	1.8
Public	0.5	1.4	1.3
All Settlements	1.0	1.5	1.4

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Table 3: Average Annual Increase by Industry, Current Month

Sector	Agmts	Empls	Average Annual Increase %
Primary	-	-	-
Manufacturing	1	400	1.3
Construction	-	-	-
Trade and Finance	-	-	-
Transportation, Communications, & Utilities	2	795	0.8
Public Administration	-	-	-
Education & Related Services	1	600	1.1
Health & Social Services	9	4,229	1.5
Other Services	-	-	-
All Settlements	13	6,024	1.3

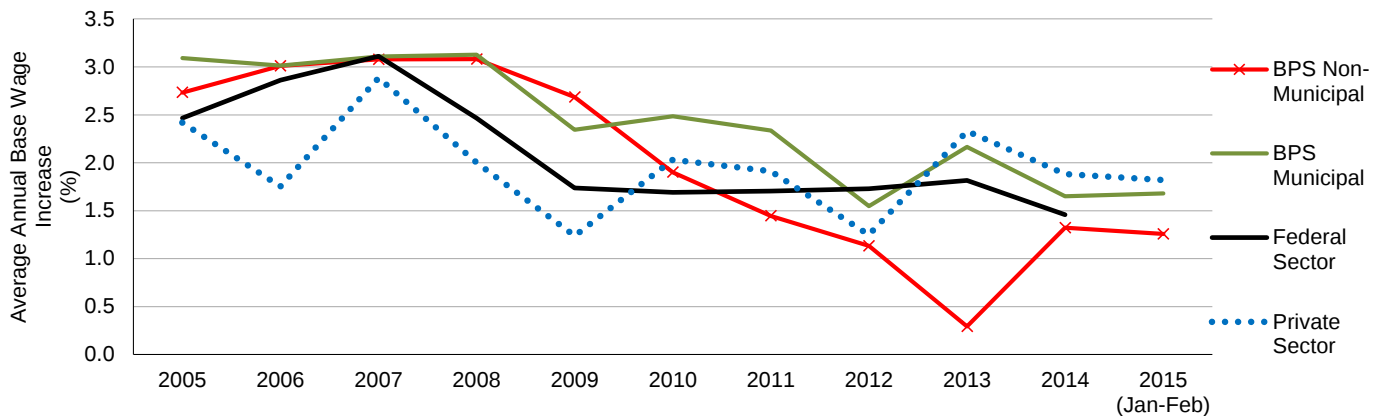
Table 4: Average Annual Increase by Industry, Current Three Years

Sector	2013	2014	(Jan - Feb) 2015 %
Primary	2.1	2.3	2.0
Manufacturing	1.2	1.6	1.4
Construction	2.6	2.6	-
Trade and Finance	1.4	1.5	1.5
Transportation, Communications, & Utilities	2.1	1.7	1.8
Public Administration	1.1	1.7	-
Education & Related Services	0.0	1.3	1.3
Health & Social Services	1.0	1.3	1.3
Other Services	2.3	1.9	2.0
All Settlements	1.0	1.5	1.4

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Wage Trends by Sector (2005 - February 2015)¹

Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends



Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-Feb)
Non-Municipal	2.7	3.0	3.1	3.1	2.7	1.9	1.4	1.1	0.3	1.3	1.3
Municipal	3.1	3.0	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.7	1.7
Federal	2.5	2.9	3.1	2.5	1.7	1.7	1.7	1.7	1.8	1.5	-
Private	2.4	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.8

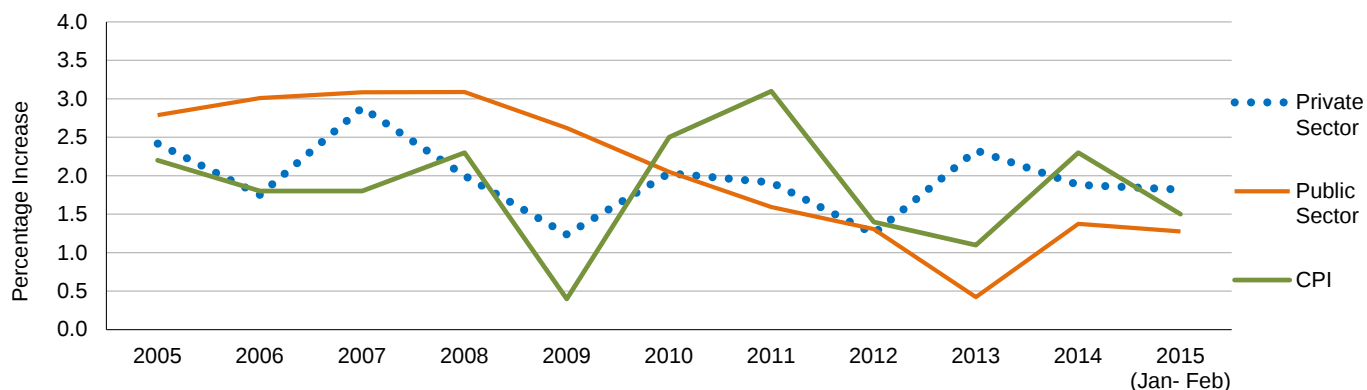
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The above graph depicts the average annual base wage increases in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2005 to February 2015.

From January to February 2015, the average annual base wage increase for the BPS Non-Municipal sector was reported at 1.3%. The Municipal Sector was reported at 1.7% and the Private sector average annual base wage increase was reported at 1.8%.

¹ Wage Information is based on agreements covering 150 or more employees, a sample that represents 81% of all unionized employees in Ontario. Wage information is based on agreements ratified between January 1, 2005 and February 28, 2015 as of February 28, 2015. Wage information consists of an average annual base wage increase over the duration of a collective agreement and excludes lump sum payments. Wage information includes COLA estimates. There are currently no representative agreements ratified in the federal sector for January and February 2015.

Graph 2: Consumer Price Index, Private and Broader Public Sector (Excluding Federal) Settlement Trends²



Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-Feb)
Private	2.4	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.8
BPS	2.8	3.0	3.1	3.1	2.6	2.0	1.6	1.3	0.4	1.4	1.3
CPI	2.2	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.1	2.3	1.5

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The above graph depicts the average annual base wage increases in the Private sector and Broader Public Sector and the Consumer Price Index (year to date) for the province of Ontario from 2005 to February 2015.

From January to February 2015, the Private sector average annual base wage increase was reported at 1.8% and the Broader Public Sector combined average annual base wage increase was reported at 1.3%. The Consumer Price Index in Ontario was reported at 1.3% for the month of February and 1.5% for the year to date.

² Wage Information is based on agreements covering 150 or more employees, a sample that represents 81% of all unionized employees in Ontario. Wage information is based on agreements ratified between January 1, 2005 and February 28, 2015, as of February 28, 2015. Wage information consists of an average annual base wage increase over the duration of a collective agreement and excludes lump sum payments. Wage information includes COLA estimates. There are currently no representative agreements ratified in the federal sector for January and February 2015.

February Settlements

Manufacturing

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Empls (Ontario)	Agmt Duration (mths)	Expiry Date
Tenneco Canada (Cambridge Facility)	United Steelworkers	1.3	1.3		400	36	06-Feb-2018

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Transportation, Communications and Utilities

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Empls (Ontario)	Agmt Duration (mths)	Expiry Date
Durham Region Transit Commission	Unifor	1.5 ³	1.5		425	36	28-Feb-2018
Syncreon Automotive (Windsor)	Unifor	0.0	0.0	\$1200	370	47	31-Mar-2019

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³ Excluding job class increment adjustments

Education and Related Services

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Empls (Ontario)	Agmt Duration (mths)	Expiry Date
The Governing Council of The University of Toronto	Cdn Public Empls	1.1	1.0	\$150 ⁴	600	36	30-Jun-2017

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Health and Social Services

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Empls (Ontario)	Agmt Duration (mths)	Expiry Date
Corporation of The County of Huron (Huronview/ Huronlea)	Service Employees Intl	2.0 ⁵	2.0		241	36	31-Dec-2017
Specialty Care Bradford Valley Inc	Cdn Public Empls	0.8	1.7	1% on all hours paid during 2013	268	24	31-Dec-2013
Centre for Addiction and Mental Health	Ont Public Service Empls	1.4 ⁵	1.4	\$375 ⁶	1,700	24	31-Mar-2016
Sudbury Developmental Services/Services Pour Handicaps De Developpement De Sudbury	Cdn Public Empls	2.4	2.4		168	24	31-Mar-2016

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⁴ One-Time-Only special payments upon ratification date and on July 1, 2015 and 2016

⁵ Excluding adjustments for selected groups other than skilled trades

⁶ Less deduction for Psychological Associates in 2015

Health and Social Services (Con't)

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Empls (Ontario)	Agmt Duration (mths)	Expiry Date
University Health Network (laboratory technicians/technologists & pharmacy technicians)	Ont Public Service Empls	1.4	1.4		464	24	31-Mar-2016
Leisureworld Caregiving Centres (Scarborough/Toronto/Brantford/Muskoka)	Ont Nurses Assn	1.5	1.5		314	24	30-Jun-2016
Extendicare (Canada) Inc.	Ont Nurses Assn	1.4	1.5		510	24	30-Jun-2016
Regional Municipality of Niagara (EMS Communications Services)	Cdn Public Empls	1.4	1.5		311	36	28-Sep-2017
Kensington Health Centre (service)	Cdn Public Empls	1.8	2.0		253	24	31-May-2013

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Selected Settlement Summaries

(Key monetary items based on available information)

Centre for Addiction and Mental Health (CAMH) and Ontario Public Service Employees Union (OPSEU), Local 500 (1,700 employees)

a two-year renewal agreement, effective April 1, 2014, expiring March 31, 2016

- wage increase of 1.4% each year; additional \$1.00 per hour to be added to each step of Band 11 (dietician) effective April 1, 2015
- incumbent Psychological Associates to receive a \$375 lump sum less deductions

The Participating Long-Term Care Homes⁷ (173 homes including Extendicare and Leisureworld Caregiving Centres) and the Ontario Nurses' Association (approximately 3,152 employees)

a two-year arbitrated renewal agreement, effective July 1, 2014, expiring June 30, 2016

- wage increases of 1.5% in the first year and 1.4% in the second year of the agreement

⁷ Two agreements covering over 150 employees

Table 5: Major Negotiations Underway

Employer	Union	Location	Empls (Ontario)	Exp Date
Federal Government	PSAC, PIPSC et al	Canada-wide	104,500	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	35,900	Various dates
Police Services Boards	Police Association	Various locations	22,200	Various dates
Hospitals	OPSEU, Unifor et al	Various locations	34,000	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	56,000	Various dates
Universities	CUPE et al	Various locations	24,300	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	24,500	Various dates
Various School Boards	OECTA, ETFO, CUPE, et al	Province-wide	275,850	31-Aug-14
Securitas Canada Ltd.	USW	Province-wide	2,514	30-Jun-14
G 4 S Secure Solutions	UFCW	Province-wide	3,800	30-Nov-14
Ontario Government	Ont Provincial Police, OPSEU, PEGO	Province-wide	43,500	31-Dec-14
Canada Post Corp. (Postal Operations)	Postmasters & Assistants	Canada-wide	2,000	31-Dec-14
Bruce Power	Energy Prof Society	Bruce County	1,160	31-Dec-14
Canadian Media Production Association (CMPA)	Writers Guild	Canada-wide	1,023	31-Dec-14
Ontario Power Generation	CUPE	Province-wide	6,600	31-Mar-15
Hydro One	CUPE	Province-wide	5,000	31-Mar-15
Air Canada	CUPE, Unifor	Canada-wide	5,455	Various dates
Motion Picture Studio Production Technicians	IATSE	Toronto	2,200	31-Mar-15
Garda Security Screening	IAMAW	Toronto	1,800	31-Mar-15
Loblaws Supermarkets	UFCW	Various locations	1,240	30-Apr-15

As of February 28, 2015, there were approximately 741 agreements, each covering 150 or more employees, that have expired and not been renewed

Table 6: Consumer Price Index (2002=100)⁸

Location	December 2014	January 2015	February 2015	2012	2013	2014	Year-to-date
Canada	1.5	1.0	1.0	1.5	0.9	1.9	1.0
Ontario	1.9	1.6	1.3	1.4	1.1	2.3	1.5
Toronto	2.3	2.1	1.8	1.5	1.2	2.5	1.9
Ottawa-Gatineau (Ont. part)	1.5	1.2	1.0	1.3	1.0	2.0	1.1
Thunder Bay	1.3	1.1	0.9	0.9	0.9	2.2	1.0

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Data for the months of March, June, September and December include quarterly information. The categories used in this report are now based under the North American Industry Classification System (NAICS).

Information in this report is based on collective agreements covering 150 or more employees, a sample that represents 81% of unionized employees in Ontario. Wage data in this report are derived exclusively from information reported to Collective Bargaining Information Services. Data for the current month are preliminary. All percentage wage data are calculated on the base rate, weighted by the number of employees, and include cost-of-living adjustments (COLA) where applicable, calculated at projected rates of inflation. The increases do not necessarily reflect the average increase for each member of the bargaining unit.

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⁸ Percentage change from previous year

Source: Statistics Canada